

Government of New Brunswick Workforce Profile

Department of Human Resources
Denis Landry
Minister

2015



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As of December 31, 2015

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About this report

The *Government of New Brunswick Workforce Profile* provides statistical information about key characteristics of the provincial government’s workforce. The information is derived from the human resource/payroll systems for Parts 1, 2 and 3 of the Public Service.

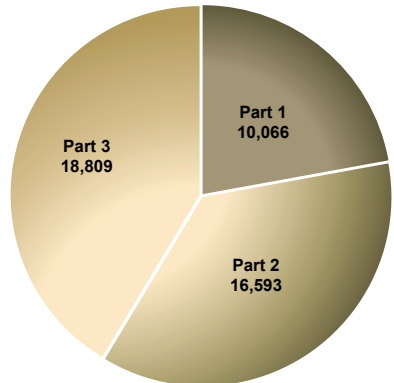
Part 1 includes line departments, also called the Civil Service. Part 2 comprises the public school system, including teachers, bus drivers and school district employees. Part 3 encompasses health-care employees.

Employees of Ambulance New Brunswick and Part 4 Crown corporations are not included in this report.

Number of employees in the Public Service as of Dec. 31, 2015

There were 45,468 paid employees in Parts 1, 2 and 3 as of Dec. 31, 2015. Part 1 had 10,066 employees, representing 22 per cent of the workforce. Part 2 had 16,593 employees (37 per cent). Part 3 had 18,809 employees (41 per cent).

The following chart shows the number of Public Service employees from Dec. 31, 2011 to Dec. 31, 2015, for Parts 1, 2 and 3.



Dec. 31, 2011 – Dec. 31, 2015					
	2011	2012	2013	2014	2015
Part 1	9,929	9,527	9,202	9,204	10,066*
Part 2	16,730	16,561	16,833	16,797	16,593
Part 3	20,129	20,063	19,532	19,464	18,809*
Total	46,788	46,151	45,567	45,465	45,468

* On October 1, 2015, the new centralized common services organization known as Service New Brunswick became operational. It absorbed the functions of the former FacilicorpNB, which operated in Part 3. As a result, 910 former FacilicorpNB employees were moved from Part 3 to Part 1. This transfer explains the increased workforce in Part 1 in 2015 (the net increase was 862 because there were 48 fewer employees across the rest of Part 1). Although 910 employees were moved from Part 3 to Part 1, the net workforce decrease in Part 3 was 655 due to an increase of 255 employees across remaining operations.

Permanent and temporary employees in the Public Service as of Dec. 31, 2015

Permanent employees are those individuals without a predetermined end date for their employment. There were 38,236 permanent employees in the Public Service as of Dec. 31, 2015.

Part 1 had 8,389 permanent employees, representing 19 per cent of the total workforce. Part 2 had 13,333 permanent employees (29 per cent). Part 3 had 16,514 employees (36 per cent).

Temporary employees include those working as casuals or term employees and those working on personal service contracts. The use of temporary employees enables the provincial government to achieve results on projects and initiatives that have a limited or seasonal and to shift resources as priorities or the needs of the public change.

There were 7,232 temporary employees in the Public Service as of Dec. 31, 2015.

Permanent employees made up 84 per cent of the Public Service, while 16 per cent were temporary employees as of Dec. 31, 2015.

Dec. 31, 2011 – Dec. 31, 2015						
Employment type		2011	2012	2013	2014	2015
Permanent	Part 1	8,062	8,007	7,766	7,714	8,389
	Part 2	13,462	13,436	13,576	13,602	13,333
	Part 3	17,648	17,665	17,169	17,012	16,514
	Total permanent	39,172	39,108	38,511	38,328	38,236
Temporary	Part 1	1,867	1,520	1,436	1,490	1,677
	Part 2	3,268	3,125	3,257	3,195	3,260
	Part 3	2,481	2,398	2,363	2,452	2,295
	Total temporary	7,616	7,043	7,056	7,137	7,232
Total		46,788	46,151	45,567	45,465	45,468

Full-time and part-time employees in the Public Service as of Dec. 31, 2015

Full-time employees in Part 1 and 2 are typically expected to work 36 ¼ hours weekly. Full-time employees in Part 3 are typically expected to work 37 ½ hours weekly.

Part-time employees are those regularly scheduled to work less than full-time but more than one-third of the normal period for persons doing similar work. Part-time work occurs either because the work can be performed in less time or because an employee has indicated a preference approved by management.

There were 31,431 full-time employees and 14,037 part-time employees in the Public Service as of Dec. 31, 2015.

Overall, 69 per cent of the Public Service worked full-time, and 31 per cent worked part-time as of Dec. 31, 2015.

Dec. 31, 2011 – Dec. 31, 2015						
Employment type		2011	2012	2013	2014	2015
Full-time	Part 1	8,560	8,395	8,148	8,079	8,756
	Part 2	10,647	10,546	10,687	10,689	10,370
	Part 3	13,378	13,329	12,896	12,844	12,305
	Total full-time	32,585	32,270	31,731	31,612	31,431
Part-time	Part 1	1,369	1,132	1,054	1,125	1,310
	Part 2	6,083	6,015	6,146	6,108	6,223
	Part 3	6,751	6,734	6,636	6,620	6,504
	Total part-time	14,203	13,881	13,836	13,853	14,037
Total		46,788	46,151	45,567	45,465	45,468

Non-bargaining and bargaining employees in the Public Service as of Dec. 31, 2015

There were 40,277 bargaining employees (employees covered by a collective agreement) and 5,191 non-bargaining employees as of Dec. 31, 2015.

Bargaining employees represented 89 per cent of the Public Service, while non-bargaining employees made up 11 per cent as of Dec. 31, 2015.

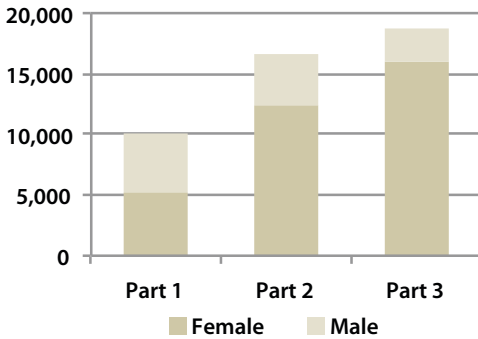
Dec. 31, 2011 – Dec. 31, 2015						
Employment type		2011	2012	2013	2014	2015
Bargaining	Part 1	6,593	6,373	6,087	5,942	6,326
	Part 2	16,331	16,202	16,431	16,624	16,432
	Part 3	18,480	18,356	17,885	17,833	17,519
	Total Barg.	41,404	40,931	40,403	40,399	40,277
Non-Bargaining	Part 1	3,336	3,154	3,115	3,262	3,740
	Part 2	399	359	402	173	161
	Part 3	1,649	1,707	1,647	1,631	1,290
	Total Non-barg.	5,384	5,220	5,164	5,066	5,191
Total		46,788	46,151	45,567	45,465	45,468

Gender distribution in the Public Service as of Dec. 31, 2015

New Brunswick's total employed population is 51 per cent female and 49 per cent male¹. Overall the gender distribution for all parts of the Public Service is 74 per cent female and 26 per cent male.

The following chart shows the number of Public Service employees by gender as of Dec. 31, 2015. The gender distribution for Part 1 is 52 per cent female and 48 per cent male. Part 2 and Part 3 are similar to the overall gender distribution within the Public Service (Part 2: 74 per cent female and 26 per cent male; Part 3: 85 per cent female and 15 per cent male).

Dec. 31, 2015				
Gender	Part 1	Part 2	Part 3	Total
Female	5,188	12,325	15,958	33,471
Male	4,878	4,268	2,851	11,997
Total	10,066	16,593	18,809	45,468

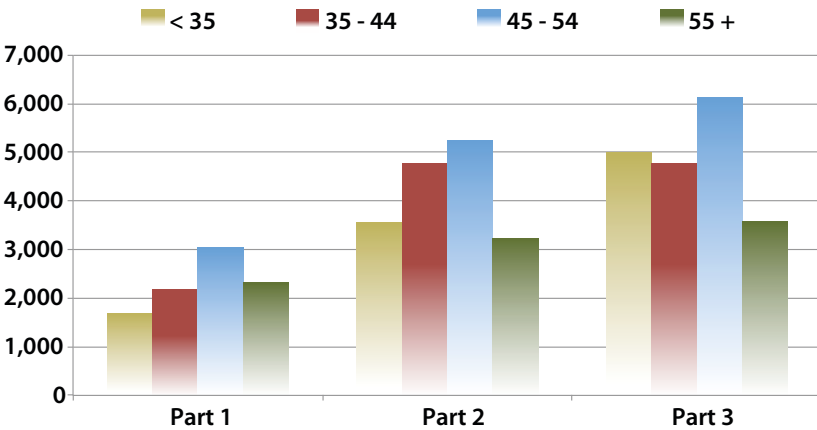


¹ Statistics Canada: <http://www.statcan.gc.ca/tables-tableaux/sum-som/l01/cst01/demo31f-eng.htm>

Age distribution of public servants as of Dec. 31, 2015

The age distribution of employees in the Public Service has remained stable during the last five years. As of Dec. 31, 2015, 23 per cent of employees were 34 years old and younger; 25 per cent were 35 to 44; 32 per cent were 45 to 54; and 20 per cent were 55 and older.

Dec. 31, 2015				
Age	Part 1	Part 2	Part 3	Total
< 35	1,894	3,413	5,023	10,330
35 - 44	2,391	4,644	4,497	11,532
45 - 54	3,300	5,303	5,709	14,312
55 +	2,481	3,233	3,580	9,294
Total	10,066	16,593	18,809	45,468



Regional breakdown of Public Service employees as of Dec. 31, 2015

The accompanying map shows the geographic distribution of the Public Service. While most government department head offices are in the Fredericton area, only 26 per cent of permanent and temporary employees work in the capital region, while 74 per cent work elsewhere elsewhere in the province.

